Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — September 2002 # 204

$100,000 Club Balloons to 225

On March 29, 2002, one month before the largest dues increase in the history of our union was adopted in Las Vegas, James Hoffa and Tom Keegel signed a financial report for our union which concealed the fact that many of their appointees got multiple salaries.

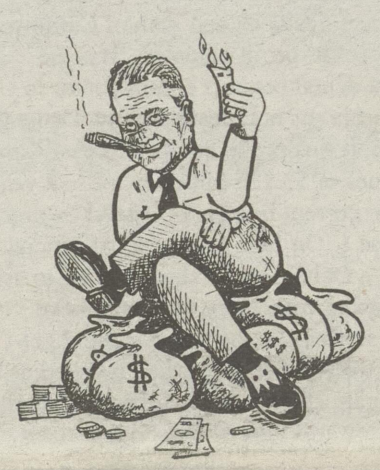
Billy Hogan, Dane Passo, and Mike Bane, all close Hoffa associates who were expelled from the Teamsters for corruption, were falsely listed as not receiving multiple salaries in 2001 (see p. 8 for details on this cover-up.)

The $100,000 Club (pp. 6-7), which we have published annually for over 20 years, shows a lot about the priorities of our union leadership.

The chart lists all officials, elected or appointed, regardless of viewpoint or history, who are paid over $100,000.

The Club ballooned to 225 officials, who took in $32.6 million last year.

What is the direction of our union's financial priorities, and what can be done? See inside.



WHICH TEAMSTER OFFICIAL TOPS THE LIST with total compensation of $298,005? See page 7.

Concerned About the Direction of Our Union?

Attend the TDU Convention!

Nov. 1-3, Cleveland

Teamsters from throughout our union will gather in Cleveland for the TDU Rank & File Convention.

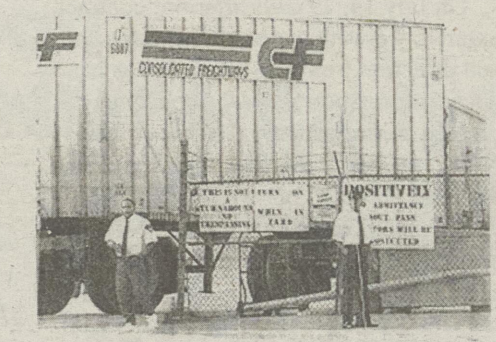
If you're concerned about the direction our union is taking, about building our union and fighting for better contracts and working conditions, you should be there, too.

See pages 10-11 for more information and to register.

CF's Labor Day Massacre

Consolidated Freightway's closure put 15,000 Teamsters out of work. Their labor built CF and helped bankroll nonunion Con-Way.

What can we do to rebuild our union's strength in freight? See page 3.



Central States Pension Freeze

A new movement is spreading among Central States Teamsters determined to win justice for Teamsters and retirees in our largest pension fund.

Working Teamsters and retirees united can win major pension improvements.

Want to learn more? See page 5.

Letters From Our Members

Local Shows How Not to Win a Strike

The union employees of Delta Dental in Northern California went back to work after only three weeks on strike. With many employees crossing the picket line, and a six-hour wait in line to receive a $55 strike check, a majority of members accepted a less than desirable contract. The new four- year contract includes benefits cuts, an increase in work hours, and a wage increase that will hardly cover the additional hours and out-of-pocket costs for benefits.

IBT Local 856 has less than 7,000 members. Delta Dental employees in both the San Francisco and Sacramento locations represent almost 1,200 of those members. Delta Dental Plan of California is a not- for- profit company. It is the largest dental benefits administrator in California. Its holding company, Dentegra Group, is one of the nation's largest with revenues of $3.125 billion in a fiscal year.

The current five-year contract expired on June 1. On June 11, our local officials called a Delta membership meeting to ask for a strike vote. They did not believe Delta's offer was the best we could get. Some weeks later, our officials asked us to vote again. This time, the officials and the shop stewards agreed we should accept the offer.

The new offer was not all that different from the offer that they asked us to refuse. In fact the total package had substantial take-aways. The rank and file once again voted not to accept and assumed that a strike was imminent. Local 856 officials were obviously not happy with our decision. This was the last time Local 856 officials would allow us to meet together as a group.

On July 19, 49 days after our contract expired, we went out on strike. Support and direction from our officials was nearly nonexistent. Shop stewards openly expressed their disapproval of the strike. Now it seemed we were not just battling for a fair contract, but with our union as well. Finally, when enough members had crossed the line, and it appeared that Delta had a chance to break the union, our officials took action. Again we voted, again on an offer with minute changes. Unorganized, uninformed, scared, and ready to cross the line, the members voted to accept.

A successful strike requires preparation, planning and leadership. Local 856 provided none. Since we did not vote as requested by our officials, they were totally unprepared to lead us in a strike.

Unlike Local 856, Delta had prepared for a possible strike by cross training their management staff, hiring temporary employees, and offering members overtime hours to keep the inventory as low as possible.

Did the rank and file benefit from this strike? I think not. We ended up with a reduced benefit package, additional work hours, and a smaller wage increase. After being a member in good standing for nine years, my local has succeeded in procuring a contract that is far inferior to the one in place when I joined Delta Dental in 1993.

One good thing did come out of the strike. I've joined TDU, and with TDU's help I'll be prepared to organize for a better contract next time around.

Patricia Granico
Local 856, Delta Dental
Calif.

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Ron Carey Legal Defense Fund

Ron Carey — how many of us still remember this man who dedicated his life to organized labor? His accusers are still not satisfied that a jury of his peers unanimously found him innocent of all charges. When history is written he will go down as one of the greatest labor leaders of our time.

Raffle tickets are being sold to help Ron defray the costs of his legal defense. The tickets are being sold for $2 a piece or 3 for $5. First prize is $300 and second prize is $150.

If you want to help sell or purchase tickets please contact Frank Dennis (216) 433-1426 or Ben Sizemore (440) 439-6515. Extra donations will gladly be accepted. Please make checks payable to the Ron Carey Legal Defense Fund.

Frank Dennis
Local 407, retired
Cleveland, OH

'Mahalo' (Thank you), TDU

As I hear reports about the UPS contract and see first-hand what is going on at Local 2000 since our trusteeship by the IBT I'd like to thank TDU for being the voice of reason *and* the rank-and-file during this tumultuous time in our union.

When I speak to UPSers I encounter the same frustration and anger that we experienced at Local 2000 in 1999, when the IBT attempted to ram a substandard agreement onto the membership through an intensive disinformation campaign. We were fortunate to put up an effective fight, reject the contract and gain nearly $100 million in improvements that the IBT told us time and again couldn't be won.

Since then our local has been under siege by the IBT, and now we are under siege by a union that is attempting to start up an independent flight attendant union at Northwest Airlines. This independent union is gaining ground by exposing the inadequacies of the IBT, with the exception of Ron Carey's tenure.

TDU, through its website, *Convoy Dispatch*, and educational workshops helps us break through the Hoffa administration's lies and get to the truth at our worksites and locals. TDU gives me and others the inspiration to keep fighting.

So "mahalo" TDU for sticking with us, showing us the way, helping us educate our fellow rank and filers, and continuing as a source of inspiration. TDU is the one shining example I point out to members of Local 2000 of how this union can, and should, be operating and why we need to be on the path of reform.

Ashley McNeely
Local 2000
Honolulu, HI

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. e-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdu.east@tdu.org

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311
Michael Ruscigno, New York Local 802

Members:
Willie Hardy, Memphis Local 667
Homer Lambert, Chicago Local 743
Tom Sheibley, Brockton, Mass., Local 653
Willie Smith, Columbus Local 413
Frank Villa, Los Angeles Local 630
Shelly Worley, Minneapolis Local 2000
Maria Zayas, Puerto Rico Local 901

Alternates:
Brian Chapman, Toronto Local 938
Michael Schaffer, Youngstown, Ohio, Local 377
Mike Brannan, Seattle Local 763

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in September 2001 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Labor Day Lessons

The Roots of Job Losses at CF

As CF slammed their doors in working Teamsters' faces on Labor Day, the IBT PR department issued a press release stating that the IBT would look into financial links between CF and Con-Way, and consider legal action.

Don't hold your breath waiting for legal action. And don't expect the Hoffa administration to find answers by looking back to 1996, when Con-Way was spun off.

CF began undercutting Teamster jobs through its nonunion subsidiary as far back as the early 1980s. The most bitter pill to swallow is that union action in the past could have saved 15,000 Teamsters' jobs now. We need to learn from that mistake.

Growth of Con-Way

In the early 1980s, CF opened new, regional carriers called Con-Way. And they opened up nonunion.

Many of us in the freight industry, including TDU, called on Teamster leaders to force CF to put Con-Way under the freight agreement. We had a workable plan. The union could deadlock numerous grievances over the subcontracting clause, and then use our right to strike over deadlocked grievances to pressure CF to sign Con-Way onto the NMFA.

At that time Con-Way was a small, fledging operation. Our union had over 90 percent of CF's revenue-producing capacity organized under the NMFA. We had the leverage to force CF to sign Con-Way up or shut it down.

Teamster leaders took a pass. They didn't want to shake up their friendly relations with the freight carriers by using bold new tactics. They preferred to golf with management at the grievance panels. Teamster President Roy Williams told us not to worry, saying, "We represent the big carriers, why sweat the small stuff?"

Con-Way grew into one of the largest trucking operations in the USA. Not just because it was non-union, but because CF accurately foresaw that regional freight would be the big growth field. CF financed Con-Way on the backs of Teamsters who had labored for CF for decades.

Freight Organizing

As Con-Way grew, many Teamsters, along with TDU, called on the IBT to launch a membership-based organizing drive. Instead a few officials in shiny suits would occasionally go to the terminals and pass out union authorization cards.

Finally, CF spun off Con-Way in 1996. The little regional carrier that our leaders ignored was now the profitable sector.

Our union leaders of the 1980s did nothing to protect the future. Their failure to act cost 15,000 Teamsters their jobs. Are our union leaders fighting for our future today?

Keep in mind that many associates of the failed Teamster leaders of the 1980s are running the International Union today. Roy Williams was nominated to the Teamster presidency by Chuck Mack, now International vice president in the West. Williams' loyal assistant in Kansas City Local 41 was Phil Young, now International vice president and Freight Director. They are still golfing with management at the panels.

Working Teamsters have paid a stiff price for our union leaders' failure to sustain aggressive Teamster organizing in the freight industry.

In the early 1990s under the Carey administration, we had the beginning of a freight organizing program. We took on Overnite, and in a string of organizing victories we won the right to represent 40 percent of its employees. But that momentum was pissed away when Hoffa fired the entire Overnite organizing staff and launched a nationwide strike with no strike preparation or mobilization plan.

A Plan for the Future

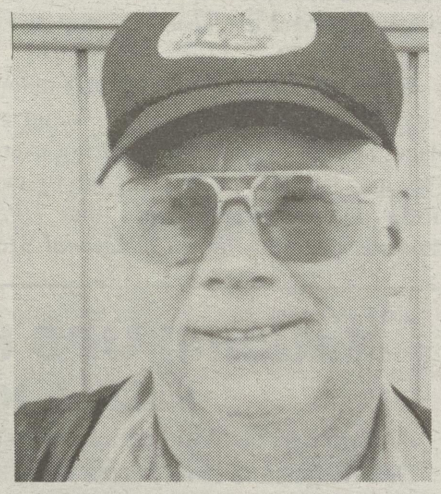
The freight industry won't stand still while we cry over the missteps of our union leaders. We need to learn from the past, but stay focused on the future.

The Hoffa administration can start with three steps:

1. Launch an aggressive, rank-and-file contract campaign to win a strong NMFA next year. The last thing freight Teamsters need is a UPS-style campaign with a brownout on information, membership demobilization and a big sell job at the end. Members need to be informed, involved and mobilized.

2. Lift the Central States Pension Fund freeze. Organizing is tough enough without having to explain pension freezes and cutbacks in retiree health and welfare.

3. Launch an all-out organizing program to restore our power in freight. Train and hire record numbers of rank-and-file Teamsters and deploy them in sustained organizing drives at targeted companies.



"I'll be in Cleveland in November because I learned so much at my last TDU Convention. This year it's even more important because I am concerned about what we can do about the Central States Pension Fund. We need to make our voices heard."

Dick Herman
Local 299, Yellow Freight, Detroit

CF Slams the Door

15,000 Teamsters lost their jobs when Consolidated Freightways shut its doors without warning on Labor Day.

Teamster PR spokesman Bret Caldwell told the Associated Press the next day that it was sad that CEO John Brincko was only at CF for three months, because, "he was just brought in too late to have the real impact he could have had."

Brincko's plan to "impact" Teamsters was to cut their wages by 12.5 percent, or $2.50 per hour.

Rosario Raymond, a shop steward in Baltimore Local 557, put it much better: "A nice Labor Day present from CF. They basically said we are going to do what we are going to do. No respect for the people who built the company. We were done dirty. It broke our hearts to go in there and get our stuff today. I had drivers crying."

All Teamsters need to stand with our CF brothers and sisters in the fight to protect their pensions, challenge CF's failure to give shutdown notice as required by the WARN Act, and take other actions to defend their rights.

And we need to prepare for a bigger fight to protect our union's future in the freight industry by gearing up for the freight contract. It means fighting to eliminate the 75 percent starting rate for experienced CF Teamsters.

And it means learning from the past mistakes that paved the way to the CF Labor Day massacre.

Should Union Negotiate NMFA Early?

The Hoffa administration is moving to settle the National Master Freight Agreement well before the March 31 expiration date. They have set up a meeting of freight local officials (two person meeting) for Oct. 15 at Bally's Casino in Las Vegas. The employers are pushing for an early deal.

This rush job is being done with no input from freight Teamsters or from locals. Is it a good idea? Look at the facts:

- CF has just slammed the doors, making this the worst possible time to negotiate. It is expected that the other carriers will pick up some of CF's business (and hopefully a large number of CF's employees). With the industry in an unstable situation, this is not the best time to negotiate.
- Teamsters under the Central States Pension Fund are demanding a pension increase, and want to know what it will take to get one. We need to win this issue before freight Teamsters get stuck with a long term pension freeze.
- Our bargaining power only increases as we get close to April 1. That's exactly why the employers want to bargain early. Why dance to the employers' tune?
- We have not had time to even discuss the issues, let alone unite 100,000 Teamsters behind a good contract program. The International made locals hold quickie contract proposal meetings in August; most were extremely small, some were nonexistent. We need a solid program of issues to unite Teamsters to win.

All freight Teamsters — make your voice heard. Every member, every steward, every local should unite to say no backroom deals, no concessions, and no pension freeze.

It's our contract, our future and our union.

UPS Contract Approved, Now Is the Time for 'Best Contract Enforcement Ever'

On Aug. 30 the IBT announced that the master UPS contract was approved, with 72 percent voting in favor. Three supplements were narrowly rejected and have to be renegotiated: Detroit Area Local 243, Local 926 and Western Pennsylvania.

Because in 1991 we won the Right to Vote on supplements and riders, the master contract has not yet been ratified, to preserve the bargaining power of the UPS brothers and sisters in Michigan and Pennsylvania. We should all stand with them.

Turnout in the contract vote was the lowest in history. Less than 80,000 votes were counted. The range for UPS contracts between 1990 and 1997 was 93,000 to 118,000. Of course UPS has grown dramatically during this time.

Only 38 percent of UPS Teamsters voted. This is the first time that the voting rate has dropped below 50 percent in UPS national contract balloting. The low turnout is particularly striking for a contract that the IBT has described as the "best ever."

Why Some Locals Voted No

A review of the local by local vote on the contract indicates that where members were involved in discussing certain important issues, the contract was rejected or passed narrowly. Participation of members also increased.

In the San Francisco Bay Area, several locals voted no on their supplement, including San Francisco Local 278 and Richmond Local 315. Other locals such as Oakland Local 70 passed it, but with a very low turnout. Members here are concerned about several issues, including the demand for a true cost of living clause in their supplement. Seattle Local 174, with a good dose of rank and file power, voted down the contract.

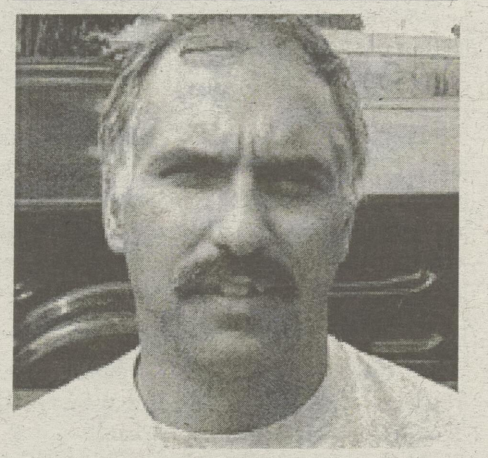
In the Central and Southern Regions, covered by the freeze in the Central States Pension plan, the Central supplement was rejected in Detroit (and several other Michigan locals), Cincinnati, Des Moines and several other locals in Iowa, Indiana and Kentucky. The Central narrowly passed in Kansas City, Columbus, Cleveland, Dayton, Toledo, Lexington and some other midwest locals.

In the South the pattern was similar. Where there was more membership networking and distribution of TDU literature, and where the members were aware of the pension freeze, the Yes vote was not high. The Southern Supplement was actually rejected in the state of Tennessee, adding the votes in the Memphis, Nashville, Knoxville, and Jackson locals. High no votes on the supplement also came in from several other locals across the south, from Amarillo to Shreveport to Arkansas. The three locals in North Carolina (covered by the Central States Plan) passed the contract but by a low margin.

In New York Local 804, the supplement passed by 1293 to 1283 or 50.2 percent. Members there are demanding to know the process for a recount and review of challenged ballots, since a swing of only five or six votes would cause rejection and renegotiation in a large supplement. The contract was rejected in some other eastern locals such as Syracuse, N.Y. and Worcester, Mass. The Western Pennsylvania supplement was narrowly rejected, with a big no vote coming from the largest unit, Local 30. The Central Pennsylvania supplement narrowly passed (while the master passed easily there) due to anger over the pension.

Although the International Union and UPS both spent millions of dollars to sell the contract, which contains decent raises, in many areas a majority actually voted to hold out for a better contract for the future. It was because of a rank and file information network. That's the kind of rank and file power we need to build nationwide to strengthen our union.

The contract vote count for all locals is available at www.tdu.org or by calling TDU.



"As a newly elected steward, I'm going to Cleveland to find out how to be effective at keeping members informed and involved, how to push grievances and let UPS management know we won't be intimidated.

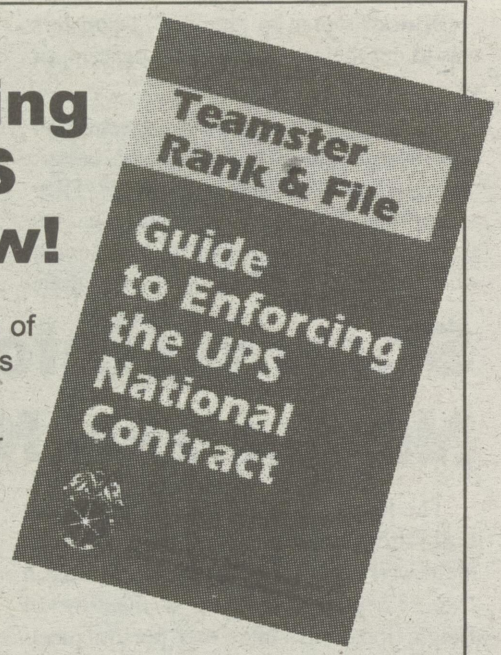
"I'm also looking forward to meeting UPSers and TDU members from all over the country."

Dean Hansen
Local 89, UPS
Louisville

COMING SOON...

Start Enforcing the New UPS Contract Now!

This booklet explains the meaning of the most important contract articles and gives practical tips on how to use each article to win grievances. It also has a guide to common problems and an appendix with sample NLRB complaints, information requests and more.
$8.00 each



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Card # _____ - _____ - _____ - _____ exp date: /
___Check payable to TDU

NAME LOCAL
ADDRESS
CITY STATE ZIP
PHONE E-MAIL

Send to TDU, Box 10128, Detroit, Michigan 48210

Needed: Best Contract *Enforcement* Ever

Enforcement of the new contract is an important issue facing UPS Teamsters in the coming months and years.

TDU is producing a *UPS Contract Enforcement Guide* which will be available soon to all interested members (see ad this page). We will be launching an educational program along with the guide to help rank and file Teamsters and stewards.

We hope that the international union — and locals — use these tools to put in place the best contract enforcement ever. The dues increase pushed through by the Hoffa administration means that *UPS Teamsters are paying an additional $16 million per year in dues.* That should be enough to fund one hell of a contract enforcement program.

Pension Benefit Increases

Another issue that must be addressed is the pension freeze for UPS Teamsters in the Central and Southern Regions. Many smaller benefit funds already have better benefits than the Central States Fund, or have plans to improve them during this contract.

A campaign is being launched to end the pension freeze by the Central States Fund (see page 5). This campaign deserves the support of all Teamsters.

National UPS Network Meeting

Saturday, Nov, 2, Cleveland

Plan now to be at the national meeting of the TDU/UPS Network. Join UPS Teamsters from across the U.S. to discuss issues and set plans. The agenda will include:

- Updates on how new contract language is being implemented.
- Reports on national and local issues.
- Contract enforcement tips and strategies.
- Discussion of the campaign to win pension benefit increases.

TDU Convention, Nov. 1-3. See page 11 to register.

Pension Improvement Committee on the Move

Central States Teamsters Say 'No' to Pension Freeze

First there was disbelief. Then anger. Now there is movement. Teamsters in the Central Region, Southern Region and Carolinas are uniting in a movement to end the pension freeze and increase benefits.

Hundreds of Teamsters have volunteered to participate actively in the new pension movement, and the number grows daily. The Pension Improvement Committee (Central States Pension Fund) is in formation now.

The committee will be organizing meetings and educational programs, launching a website, circulating a petition throughout the 25-state area, as well as contacting retiree clubs and local unions to build support, and take whatever actions necessary to bring justice to Teamsters and retirees. Teamsters and retirees of all political persuasions are invited to join.

Pension Freeze Must End

The Central States Pension Fund, once the flagship fund as far as benefits are concerned, is vying for last place in benefit levels. Benefits were raised in 1997 with our successful UPS strike, but now the Teamster leadership and the Fund Trustees are imposing a freeze, which could last until 2008 when the UPS contract expires, or 2006, when Hoffa runs for re-election.

The committee's number one demand is a significant pension increase, to go into effect immediately. This increase has to put Central States back in the top tier of Teamster plans. Also, the committee is demanding that Central States rescind the recent increase in payments retirees must make for health insurance, and liberalize the reemployment rule which aims to prevent Teamsters from retiring early.

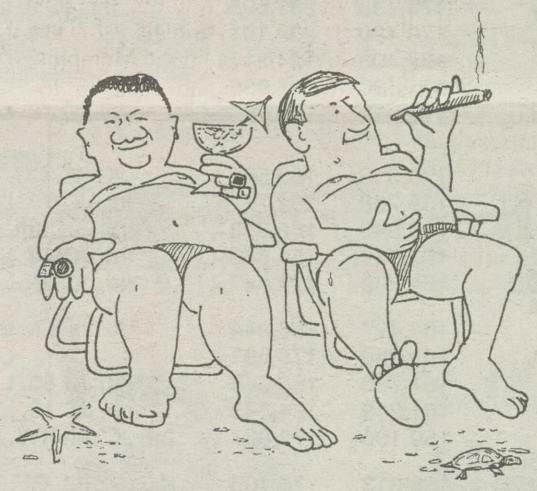
Most other Teamster pension funds are now well ahead of Central States in benefits. New Jersey Local 177 has raised its 30-and-out benefit to $3,700. New York Local 804 raised 30-and-out to $3,600. The Central Pennsylvania Fund just raised 25-at-57 to $3,100, $600 above Central States. The Virginia Fund has benefits above Central States. The Western Conference Fund pays higher benefits, and they will go up as contributions go up, because they use a multiplier. The Washington, D.C., Local 639 Fund pays better benefits than Central States, and they will go up under the new contract. The Upstate New York Fund pays much better benefits. Chicago locals 705 and 710 have not raised benefits yet, but are expected to make a major increase by early next year. Local 705 just improved retiree health benefits and lowered the qualifying age to 50.

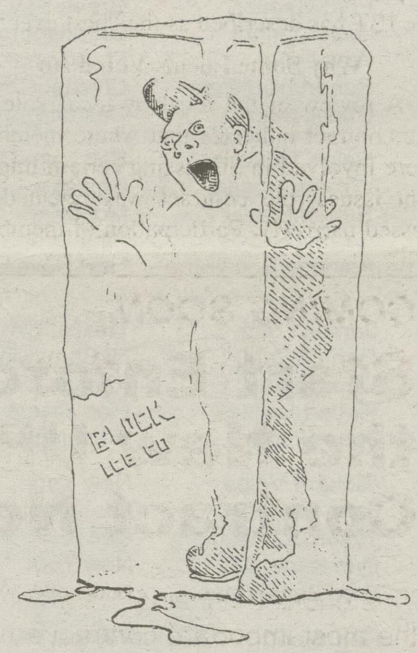
Top Teamster officials made a handshake deal with UPS to suppress benefits in Central States to achieve "full funding"; when a pension fund is fully funded then a company can withdraw from the fund without paying any withdrawal penalties. However, that deal has no legal effect.

If you are interested in being contacted by the Pension Improvement Committee to help, or to discuss setting up a meeting in your area, contact TDU. You can call, write or email (tdu@tdu.org). All concerned Central States Teamsters are welcome.

Pension Improvement Committee
(Central States Pension Fund)
National Progress Report and Planning Meeting
Nov. 2, 2002 – Cleveland
In conjunction with the TDU Rank & File Convention
Plan now to be there. See page 11 to register.

Officials Bask in the Sun While Members Are Frozen Out





Teamster Shorts

Rhode Island Beer Drivers Settle 7-Week Walkout

Local 251's strike against McLaughlin & Moran, sole distributors of Anheuser-Busch products in Rhode Island, was settled Aug. 19. The union agreed to a six-year contract with a total 28 percent pay increase (six-year contracts seem to be contagious this summer). The company denies that the union's Boycott Bud campaign pressured it to settle.

Corporations and Scandals

The Institute for Policy Studies and United for a Fair Economy report that the average CEO (corporate chief) makes 411 times as much as the average production worker, up from 42 times in 1982. This in the midst of corporate scandals that could cost the economy $35 billion, according to the Brookings Institution. Since the beginning of 2001, failures of U.S. corporations have put more than 100,000 people out of work.

Save the Date!

Labor Notes, the only journal that covers labor from a rank-and-file perspective, announced its next national conference for September 12-14, 2003, in Detroit. Their conferences are an exciting and valuable opportunity to meet and compare experiences with activists in other unions. Labor Notes is online at www.labornotes.org.

No Comment Needed

Supermarket tabloid *Weekly World News* reports that retired Teamster Lou Terkel bought a shrunken head in a Miami souvenir shop, and recognized it immediately as that of former General President James R. Hoffa, who disappeared in 1975.

Labor Heroine Honored

The Adelphi, Md., School Board has decided to name its new school after Mary Harris "Mother" Jones, the great labor activist of the late 19th and early 20th centuries. Mother Jones was known for rallying working men and women against their bosses' worst abuses, as well as organizing around child welfare and child labor laws.

Quote of the Month

"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and above all new wage levels that meant not mere survival but a tolerable life."

—Martin Luther King, Jr.

Houston Local Builds Union Hall Nonunion

You'd think the members of Houston Teamster Local 988 would be proud of their new 16,246 square-foot union hall. Instead they are embarrassed that their local built the hall using all nonunion labor. Local officials told construction union leaders that union contractors cost too much.

"I just can't believe," said Dale Wortham, president of the Harris County AFL-CIO, "the cost issue outweighed the right thing to do."

When the news hit the front page of the *Houston Chronicle*, Local 988 quickly became the disgrace of the Texas labor movement.

"No one is happy about it," said Paul Dunnam, IBEW Local 716 organizer. "There are serious solidarity issues here, unions are supposed to support each other," added Richard Shaw, secretary-treasurer of the Harris County AFL-CIO.

When the Teamsters went on strike at UPS in 1997 (UPS is the largest single jurisdiction in Local 988), the rest of the labor movement rallied around our strike, giving us unprecedented support and solidarity. Local 988 spit in the face of that solidarity. Last year it withdrew from the local AFL-CIO.

Members of Local 988 have a plan to redeem their local and the good name of the Teamsters in the eyes of Texas organized labor. They have formed "The PRIDE and POWER Slate" to run in the fall elections and unseat the current executive board, who have brought dishonor upon their union.

Biggest Dues Hike Ever; Biggest Increase in $100,000 Club Ever

$100,000 Club Jumps to 225 C

NAME	CITY	SALARY	TOTAL COMP	AFFILIATES
Frank Wsol	Chicago	$290,356	$298,005	JC 25, L 710
John T. Coli	Chicago	255,800	272,805	JC 25, L 727
Thomas Puccio[1,2]	New York	250,000	250,000	L 295
Carroll Haynes	New York	241,667	283,667	Int, JC 16, L 237
Patrick W. Flynn	Chicago	236,726	259,770	Int, L 710
James P. Hoffa	Washington, DC	236,725	272,096	Int
James Santangelo	El Monte, CA	236,126	266,424	Int, JC 42, L 848
Michael Coli	Chicago	226,200	237,764	L 727
Steven Gilman	New York	225,583	240,946	L 810
Leo Reed	Los Angeles	225,315	249,507	Int, L 399
Joseph L. Bernstein	Chicago	215,104	221,539	JC 25, L 781
C. Thomas Keegel	Minneapolis	214,841	253,113	Int
Louis Smith	New York	213,386	228,236	JC 16, L 810
Les Singer	Toledo, OH	209,929	237,497	Int, JC 44, OC, L 20
Randy Cammack	Los Angeles	203,261	239,982	Int, JC 42, L 63
Phil Young[1]	Kansas City, MO	198,860	218,303	Int, JC 56, MK, L 41
Anthony Rumore	New York	198,800	211,330	JC 16, L 812
George Cashman	Boston	197,321	211,288	Int, JC 10, L 25
Peter Scarlatos	New York	190,800	195,305	Int, JC 16, L 831
Steve Mack	Hayward, CA	188,438	220,176	Int, JC 7, L 78
Fred Gegare	Green Bay, WI	188,437	211,082	Int, JC 39, L 75
Jack Cipriani	Greensboro, NC	187,444	206,372	Int, L 391
Walt Lytle	Ft. Wayne, IN	184,375	202,237	Int, L 414
Robert Bernstein	Chicago	184,265	191,812	L 781
Chuck Mack	Oakland, CA	182,832	209,777	Int, JC 7, L 70
Ralph Taurone	Salt Lake City	179,738	205,595	Int, JC 3, L 222
William Hogan, Jr.[3]	Chicago	178,490	202,101	Int, JC 25, L 179, L 714
Robert Bouvier[4]	Montreal	177,408	184,217	Int
Bernard Doyle	Elmsford, NY	173,580	197,936	L 456
Anthony Buonpane	New Haven, CT	172,810	182,985	JC 10, L 443
James Long	Visalia, CA	170,316	183,505	JC 38, CC, L 94
Dan DeSanti	N. Brunswick, NJ	168,738	192,777	Int, JC 73, L 701
Doc Conder	Kansas City, MO	165,846	185,683	Int, L 41
Robert Lennox	Pico Rivera, CA	165,532	184,648	Int, JC 42, L 495
John Steger	Washington, DC	164,739	177,047	Int, JC 55, L 639
Richard Volpe	New York	164,497	186,244	Int, BA, L 550
John Harren	Los Angeles	161,990	175,591	L 986
Tyson Johnson	Dallas	161,720	183,848	Int, JC 80, L 745
Dan Kane, Sr.	New York	161,219	184,543	Int, JC 16, L 111
Fred Zuckerman	Louisville, KY	159,100	172,887	Int, JC 94, KW, L 89
Ken Wood	Tampa, FL	158,013	175,106	Int, GF, L 79
Stuart Mundy	Providence, RI	157,166	179,759	Int, JC 10, L 251
Lawrence Brennan	Detroit	156,602	186,986	Int, JC 43, L 337
Edward F. Keyser	Philadelphia	156,597	176,415	Int, JC 53, PC, L 500
Robert Barnes	Waukegan, IL	155,775	162,327	JC 25, L 301
Carlow Scalf	Detroit	155,337	198,816	Int
James Dawes	Chicago	154,383	169,804	L 710
Ken Hilbish	Atlanta	153,521	190,629	Int, GF, L 528
Thomas O'Donnell	Lake Success, NY	150,000	175,380	L 817
Nicholas Mancuso	New York	149,288	170,936	JC 16, L 237
John Murphy	Boston	148,829	177,370	Int, L 122
Edward Doyle	Elmsford, NY	144,065	164,510	L 456
John Dulczak	Philadelphia	142,665	164,827	L 837
Ronald McClain	Des Moines, IA	142,121	157,271	Int, L 147
Danny Barton	Indianapolis	141,900	151,992	Int, JC 69, L 135
David Laughton[1]	Manchester, NH	141,692	161,110	Int, JC 10, BR, L 633
Frank J. Gillen	Philadelphia	141,397	166,171	JC 53, PC, L 500
Terrence Hancock	Chicago	140,580	169,283	Int, L 731
Joel Sosinsky	New York	139,826	158,686	Int, L 237
Gary S. Witlen	Washington, DC	139,397	149,205	Int
Arthur Illery	New York	138,954	168,385	L 237
J. Allen Hobart	Yakima, WA	137,245	146,928	JC 28, L 760
Rome Aloise	San Leandro, CA	136,644	167,946	Int, JC 7, L 853
Robert White	Joliet, IL	134,957	145,939	Int, JC 25, L 179
Anthony Judge	Chicago	134,453	151,054	JC 25, L 706
James McCall	Washington, DC	134,234	144,749	Int
Richard Hendershot	New York	133,038	150,373	L 237
Gary Labarbera	New York	132,639	145,530	JC 16, L 282

NAME	CITY	SALARY	TOTAL COMP	AFFILIATES
Joseph Tramontana	Mountainside, NJ	$132,300	$139,126	L 863
Willis Bond	S. El Monte, CA	131,945	142,959	L 986
Harry Nespoli	New York	131,500	133,000	L 831
Keith Gleason	Peoria, IL	131,401	140,551	Int, JC 65, L 627
Ernie Soehl	Union City, NJ	131,100	146,768	Int, L 701
Richard A. Smith	Chicago	130,000	136,937	L 781
Ernie Yates	Daly City, CA	129,201	135,971	JC 7, L 665
Patricia Stryker	New York	128,598	135,970	L 237
Robert Kelly	New York	128,500	130,000	L 831
Patrick Kelly	Orange, CA	128,353	144,995	L 952
Roger Hunt[1]	Canton, OH	128,144	150,308	Int, JC 41, OC, L 92
Donna Santoro	New York	127,290	138,454	L 810
Gerard Vezina	Worcester, MA	126,802	135,817	L 494, L 170
Paul Walsh	South Boston	126,739	137,317	Int, L 379
Kenneth Stacy	Lexington, KY	126,497	135,105	JC 94, KW, L 651
Anthony Cousimano	N. Hollywood, CA	126,169	142,901	L 399
Joseph Valenti	Detroit	125,336	142,228	JC 43, L 214
Richard Heck[3]	Minneapolis	124,478	144,365	Int, JC 32, L 638
Joseph Bennetta	Bridgeport, CT	124,363	141,217	Int, L 191
Thomas Custer	Chicago	124,089	138,277	JC 25, L 673
Daniel J. Kane, Jr.	New York, NY	123,545	133,365	Int, JC 16, L 202
Alphonse Rispoli, Jr.	Mountainside, NJ	123,373	132,453	JC 73, L 863
Michael McLaughlin	San Francisco	123,172	137,246	Int, L 856
Dennis Taylor	Baltimore	122,411	136,353	Int, JC 62, L 355
William Lichtenwald[1]	Toledo, OH	122,203	158,108	Int, JC 44, L 20
Jane Barker[1]	New York	122,077	122,371	L 813
Michael Mathis	Washington, DC	121,843	146,121	Int
Harry Dellinger, Jr.	Washington, DC	121,750	130,467	Int
Robert Warnock, Jr.	South Bend, IN	121,717	125,280	JC 69, L 364
John Jackson[1]	Collingswood, NJ	121,055	133,690	JC 53, PC, L 676
William Woldman	Chicago	120,850	132,768	L 731
John Gerow	Union, NJ	120,577	130,673	L 97
Dennis Raymond	Waterbury, CT	120,562	135,781	Int, L 677
Robert Miller	St. Louis	120,220	132,537	MK, L 618
Jerry Vincent[1]	Louisville, KY	119,957	125,019	JC 94, KW, L 783, L 19
David Robinson	Saginaw, MI	119,829	143,238	Int, JC 43, L 486
Danny Bruno	Covina, CA	119,689	140,285	L 396
Donald DiLeo[1]	Newark, NJ	119,306	129,792	JC 73, L 408
Dennis Weinert[1]	Dayton, OH	119,265	132,115	Int, JC 41, OC, L 957
R. Hann	Orange, CA	118,958	124,906	L 952
John Kikes	Oakland, CA	118,906	139,926	Int, L 78
Val Fiorillo	Mountainside, NJ	118,800	127,792	L 863
Michael Ianniello[1]	Jamaica, NY	118,800	125,481	L 522
Mary Salmeron	S. El Monte, CA	118,170	128,302	L 986
Charles Crawley	Houston	117,746	129,074	Int, 988
James Gilmore	Waterbury, CT	117,703	133,159	JC 10, L 677
Larry Kudla	New York	117,365	134,007	L 282
Thomas Gesualdi	New York	117,365	133,089	L 282
Paul Gattus	New York	117,365	129,044	L 282
Robert Belans	Miami	116,930	129,176	Int, GF, L 769
George DiPilato	Philadelphia	116,658	116,658	L 502
Carolyn Washburn	Louisville, KY	116,380	118,839	KW, L 89
Greg Lucidi	Trenton, NJ	116,324	124,697	JC 73, L 35
Moronke O. Martin	New York	115,792	135,982	L 237
Ronald Germana	New York	115,122	131,196	L 237
Thomas Rosano	New York	115,000	129,287	L 812
T. Marchetti	N. Hollywood, CA	114,894	131,410	L 399
Gerald L. Hood	Anchorage, AK	114,232	154,895	L 959
Kenneth Hollowell[3]	Detroit	113,820	129,930	L 247
Joseph Galli[1]	St. Louis	113,801	117,236	MK, JC 13, L 688
Anthony Cornelius	Green Bay, WI	113,620	124,341	Int, JC 39, L 75
Walter Williams	N. Hollywood, CA	113,232	129,694	L 399
James Minisci	Los Angeles	113,098	120,369	L 578
John Williams	Seattle	112,878	123,779	Int, JC 28, L 117
Brad Slawson, Sr.	Minneapolis	112,855	141,403	Int, L 120
Frank Maselli	New Haven, CT	112,200	118,157	L 443
Jerry Vercruse	Los Angeles	111,627	122,075	JC 42, L 630
Robert Morales[1]	San Francisco	111,526	116,414	JC 7, L 350

5 Officials, $32.6 Million

ES	NAME	CITY	SALARY	TOTAL COMP	AFFILIATES
363	Charles Harple	Washington, DC	$111,518	$139,702	Int
986	Walter Schuler	Detroit	111,000	118,153	L 247
331	Howard Fisher	Norristown, PA	110,808	122,774	L 384
627	Cheryl Johnson[1]	Toledo, OH	110,492	141,393	Int, L 20
701	Mark Harrington	Boston	109,646	127,617	Int, L 25
781	Donato Dimola	Union, NJ	109,616	118,176	L 97
665	Paul Mihalow	Los Angeles	109,055	121,585	JC 42
237	Paul Cardullo	Philadelphia	109,034	120,352	JC 53, PC, L 929
331	Frank Connelly, Jr.	New York	108,900	122,336	L 817
952	John Perry	Boston	108,892	124,478	Int, L 82
92	M Masoner	N. Hollywood, CA	108,584	126,015	L 399
310	S. Dayan	N. Hollywood, CA	108,584	121,639	L 399
170	Kenneth Haarala	Los Angeles	108,350	126,599	L 63
379	Aaron Sawyer	Washington, DC	107,961	127,226	Int, L 922
651	Dennis Vadini[1]	Cleveland	107,132	112,159	Int, JC 41, OC, L 52
399	Thomas Aloisio	Detroit	107,100	114,653	L 247
214	Kurt Larsen	Los Angeles	106,827	119,438	L 630
638	Mark Muller	Chester, PA	106,770	114,041	L 312
191	Gerald Zero	Chicago	106,714	114,980	L 705
673	R Peterson	N. Hollywood, CA	106,460	124,993	L 399
202	Dennis Hart	San Jose, CA	105,880	121,064	Int, L 78
363	Richard Foley	Worcester, MA	105,708	119,272	L 170
356	Carl Gentile	Worcester, MA	105,708	115,106	L 170
355	David McCarthy	Worcester, MA	105,708	112,892	L 170
20	John Millet	Worcester, MA	105,708	112,892	L 170
313	Victor Nuzzolilo	Worcester, MA	105,708	112,619	L 170
Int	Eunice Rodriguez	New York	105,689	125,864	L 237
Int	Robert A. Hogan	Chicago	105,608	121,306	L 714
364	Greg Nowak	Detroit	105,505	127,056	Int, JC 43, L 1038
676	Joseph Vitta	New York	105,000	122,535	L 812
731	J. Wojciechowski	New York	105,000	116,364	L 812
97	Louis Digiampaolo	Boston	104,972	113,152	L 25
677	Evaristo Pabon, Jr	New York	104,689	121,822	L 237
618	Chris Griswold	S. El Monte, CA	104,170	123,888	L 986
19	James Muraki	S. El Monte, CA	104,170	122,721	L 986
486	Roger Insprucker[1]	Cincinnati	104,101	115,489	Int, JC 26, OC, L 114
396	A.W. Parker	Houston	104,015	111,343	JC 58, L 968
408	Phil Saal	San Diego	103,788	110,000	JC 42, L 542
957	Becky Strzechowski	Chicago	103,769	116,740	L 727
952	James Walker	New York	103,471	108,923	L 804
78	Claude Gray	Greenboro, NC	103,469	123,886	Int, JC 9, L 391
363	Paul Luddine	New York	103,231	116,511	L 282
522	Anthony Pirozzi	Lake Success, NY	103,231	114,411	L 282
986	Paul Kozicki	Detroit	103,050	112,410	L 247
988	George Brier	Waterbury, CT	102,563	116,223	L 667
677	Clifford Socquet	Waterbury, CT	102,563	116,041	L 677
282	Joseph Boyajian	E. Providence, RI	102,497	108,946	L 251
282	John Bulgaro	Albany, NY	102,318	121,205	JC 18, L 294
282	Richard Bell	Washington, DC	102,267	114,616	Int
769	Anthony Marene	Long Island, NY	102,224	107,743	L 804
502	David Lucas, Jr.[1]	E. Hartford, CT	102,212	111,846	JC 10, L 671
89	Anthony R. DiGrazia	Chicago	102,171	110,684	L 781
35	Colvin Bolton	Louisville, KY	102,025	110,403	L 89
237	Joseph Martucci	Chicago	101,908	119,289	L 714
237	Ernest Sheehan	Boston	101,852	107,036	L 25
312	Ritchie Reardon	Boston	101,783	105,757	L 25
399	Stanton Orr	Miami	101,610	102,406	L 769
959	Angelo DiPietto	New York	101,499	109,899	L 831
247	John Murphy	Boston	101,387	118,405	L 25
688	Howard Redmond	New York	101,301	109,439	L 804
75	Michael B. Haffner	Waukegan, IL	100,945	117,287	L 301
399	Faith L. Newyear	Waukegan, IL	100,917	102,041	L 301
578	Anthony Donato	New York	100,914	108,278	L 804
117	Timothy R. Lehman	Chester, PA	100,770	111,304	Int, L 312
120	Mary E. Doughty	Chicago	100,760	101,113	JC 25
443	William Leary	New York	100,681	110,348	L 804
630	Tony Barr	Springfield, IL	100,596	100,965	JC 65, L 916
350	John Mahoney	Boston	100,157	106,627	L 379

NAME	CITY	SALARY	TOTAL COMP	AFFILIATES
Emile Duke	Lexington, KY	100,153	100,153	L 651
Joseph Yeoman	Atlantic City, NJ	100,150	106,773	JC 53, L 331
Joseph Conlon[3]	Boston	100,133	102,944	L 25
Lamont Byrd	Washington, DC	100,000	120,427	Int
Gary Tiboni	Cleveland	99,900	108,643	L 436
William J. Whelan	New York	99,755	134,837	Int, L 584
Jerry Putnam	Ft. Worth, TX	99,736	103,130	JC 80, L 997
Joseph J. Bairos	Providence, RI	99,611	113,842	L 251
Lou Mazzei	Chicago	99,532	113,506	L 786
Patrick Defelice	New York	99,461	107,190	L 804
John T. Metz[1, 3]	St. Louis	99,320	107,629	JC 13, L 610
David White	Baltimore	99,018	106,562	L 355
William Buhlert	New York	98,959	104,936	L 804
Charles Cimino, Jr.[1]	Cleveland	98,837	107,306	JC 41, OC, L 400
Keith Miller	Norristown, PA	98,530	106,993	L 384
Authur Lazazzero	Boston	98,468	103,278	L 25
Thomas Sperlazzo	New York	98,369	105,749	L 804
Thomas Dziedzic[1]	Cheektowaga, NY	98,358	115,504	Int, JC 46, L 264
Gerald Ranita	New York, NY	98,267	106,468	L 804
Billy D. Cullen	Nashville, TN	98,256	105,309	Int, JC 88, L 480
Kenneth Walker	Pico Rivera, CA	98,171	107,491	L 495

Footnotes:

1. Figures from 2000 used in whole or in part. 2001 not available yet.

2. Non-salary trusteeship fee.

3. No longer an official due to retirement or removal from office by the IRB.

4. Figures in Canadian dollars, and only for International salary. Canadian affiliate salaries are not available.

This chart includes Teamster officials and staff who received total compensation over $100,000 and salaries over $98,000 in 2001. This information was compiled and analyzed from hundreds of Department of Labor LM-2 and LM-3 and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions, automobiles, etc.

Several LM-2 forms for 2001 have not yet been made available. Updated information for individual local unions will be available from TDU as we obtain it.

Key: Int'l=International Union; JC=Joint Council; OC=Ohio Conference, KW=Kentucky-West Virginia Conference, BR=Brewery Conference, BA=Bakery Conference, GF=Georgia-Florida Conference, PC=Pennsylvania Conference, MK=Missouri-Kansas Conference, CC=Cannery Council, L=Local.

Leader of the Pack

Frank Wsol, with multiple salaries from Chicago Local 710 and JC 25, leads the list. Wsol was removed from the union for two years in April of 1996 for conspiring to have a member fired by UPS, but was reinstated by Hoffa forces at the 1996 Teamster Convention.

What About Your Local Union?

Do you want a copy of the financial report for your local? Then contact TDU. Free to TDU members, others please include donation.
Just as importantly, TDU can help you understand that report, and can advise you on the most effective ways to make any needed reforms in your local union's priorities.
Call TDU 313-842-2600 for your local's LM-2 report or other information.

Is Our Union Headed in the Right Direction?

Multiple Salaries Rise; More Officials in Club

For the past few months the Teamster Rank & File Education and Legal Defense Foundation (TRF) has been researching hundreds of Teamster financial reports to provide factual and non-partisan information to all Teamsters. The chart on pages 6 and 7 is a result of that research. We have also analyzed these figures to see the direction our union is taking.

"The growing number of Teamster officials in the $100,000 Club makes an open and shut case for attending the TDU Convention. A union leadership with bloated salaries is more in tune with the employers than the rank and file. At the convention, we'll be doing what our union should be doing — sharpening our skills, setting goals for our union, and motivating each other to build for the future of the labor movement."

Erik Jensen
Local 320, University of Minn.
Minneapolis

Dues Increase for 'Teamster Power'

At the April 30 Las Vegas Special Convention to raise dues, the Hoffa administration claimed the dues increase would be "a nickel an hour for Teamster power." Videos, brochures, mailings and slide shows told members the new money would be used for strikes and organizing.

The $100,000 Club presents the facts, not PR or slide shows. The facts indicate that perks and salaries are up over last year, and likely to skyrocket next year as the dues increase kicks in.

What You Can Do

Over the years the TDU movement has made great progress in changing the priorities of our union. The priorities indicated by the Club would be much worse if it were not for concerned Teamsters who get involved in TDU to make positive changes.

In the 1980s Teamster President Jackie Presser paid himself over $500,000. Once we won the Right to Vote, and once hundreds of thousands of Teamsters were informed of the facts through TDU's publications, top salaries came down. Teamster money was put to better uses. In the early 1990s, with Ron Carey in office, multiple salaries were drastically cut, and the Area Conferences (which paid nearly 100 multiple salaries) were eliminated.

But now that progress is in danger. Top officials — the ones who golf at fancy resorts with employers — are pushing salaries and perks up. Our union priorities need to be asserted by concerned Teamsters who come together as the TDU movement.

Teamsters who want to see dues money used for organizing, winning better contracts, and protecting members' jobs, have lots of ways to help.

- **Distribute this information to fellow Teamsters**. Contact TDU to get a bundle of *Convoy Dispatch* shipped to you. Talk to your co-workers.
- **Reform your local union**. Did you know some locals have bylaws that require a membership vote to raise officials' salaries? A first step: get the LM-2 financial report from your local so you will know the facts. TDU can provide it and help you understand it. If your local leaders have the wrong priorities, you can work for change in local elections. TDU can show you how.
- **Join TDU**. Teamsters for a Democratic Union (TDU) is working Teamsters who care about the future of our union and know the value of a strong, democratic Teamsters Union. We are non-profit and non-corruptible. We've won many reforms in our union. Contact TDU. We make things happen.

Raise Your Dues, Raise Their Salaries

- There are 225 Teamster officials in the Club, up from 199 last year. Three years ago, before Hoffa took office, there were 142. That's a 58 percent increase in three years.
- $32.6 million in dues money was paid to officials in the Club. Three years ago, that figure was $19.5 million. That's $13 million more, a 67 percent increase in three years.
- 69 members of the Club get a salary from the International, and multiple salaries as well. That's up from 18 three years ago, a 283 percent increase.
- 25 officials got over $200,000, up from 13 three years ago, a 92 percent increase.
- If the officials in the Club were each paid $100,000, the money saved could have nearly *tripled* the International Union's organizing program.

Hoffa VP Gets Salary Over Legal Limit

Carroll Haynes, an International Vice President from New York Local 237, is listed on the $100,000 Club as making $241,667 in multiple salaries, an apparent violation of the International Constitution.

The constitution states, "Nor shall the total salary of any Vice President or Trustee exceed that of the General President." (Art. 5, Sect. 1(a)) Haynes' salary exceeds President Hoffa's by $5,000.

When asked for an explanation by *The Chief,* a newspaper for New York City public employees, Hoffa administration spokesperson Bret Caldwell declined to comment, calling Haynes' salary an "internal matter." Apparently, it is none of the members' business if a Teamster vice president violates the Teamster Constitution to enrich himself.

You would think $241,667 would be enough for Haynes. But not so. Haynes receives an additional $63,000 from the City of New York as a Housing Authority Manager, his position before he became a Teamster official. Under city regulations, Haynes must be performing his three union jobs "on evenings and weekends" to be eligible to receive his full-time civil service salary, because that is the legal requirement, *The Chief* reports.

In addition, Haynes collects some pension money, bringing his total to around $383,000 for last year according to *The Chief*, which also reported that Haynes has a personal chauffeur and gofer on the union payroll. Most members of Local 237 make less than $40,000. Haynes refused any comment on his income.

TDU will be putting the issue before Hoffa and the General Executive Board to see if they intend to enforce the Teamster Constitution, and remove from office those who violate it for personal profit, or if the IRB should do so.

Multiple Salary Cover-up

Hoffa, Keegel File False Financial Report

For the second year in a row James Hoffa and Tom Keegel filed false financial reports with the U.S. Department of Labor (DOL) to cover up multiple salaries paid to Hoffa's political allies.

The evidence indicates this is no clerical error but a cover-up. Nine months prior to filing their most recent report, both Hoffa and Keegel were notified of the errors they made on last year's report. Nevertheless, they covered up the same multiple salaries and even expanded the amount of concealed data.

The 2001 report, filed days before the Special Convention to raise dues, concealed at least 20 multiple salaries, more than last year. Signed by Hoffa and Keegel, the report included a declaration that the information submitted is "to the best of the undersigned's knowledge and belief, true, correct and complete."

Several of the officials whose multiple salaries were falsely concealed are Hoffa allies who were busted by the Independent Review Board (IRB) for corruption and expelled from the Teamsters Union, including Mike Bane, Dane Passo, and Billy Hogan, Jr.

IRB, Department of Labor

Tom Gilmartin, secretary treasurer of Local 559, notified Hoffa in June 2001 of the reporting errors in the 2000 financial reports. Keegel responsed that the IBT would look into it and file an amended report if there were indeed errors. No correction was made, and a second false report was filed this year.

In addition to misleading members, the false reports open the door for International officials who receive multiple salaries and expenses to improperly double-collect expense reimbursements from multiple Teamster affiliates.

Hoffa was alerted to this danger last year, but took no action.

On Sept. 3 Gilmartin again wrote to Hoffa and Keegel. But this year he also notified the Independent Review Board (IRB) and the DOL of the Hoffa administration's consistent pattern of filing reports with false information regarding multiple salaries.

All Teamsters have a right to get truthful information from our union, especially about how our dues dollars are being spent.

Keep in mind that Hoffa and Keegel are telling the members and the media that they intend to run a clean house, and do not need the IRB to clean up corruption. But when the IRB finds top Hoffa aides making sweetheart deals to benefit their relatives, and then Hoffa conceals the fact that he paid those very aides multiple salaries, you have to wonder.

Your Right to Representation When Meeting With Management

They're Bringing Me Into the Office ...

In many workplaces, harassment on the shop floor is backed up by the threat of being written up or sent into the office. But if you're prepared and know your rights, meeting with management doesn't have to be terrifying.

The Right to Representation

In almost all cases when you are sent to the office, you have the right, commonly known as your Weingarten Right, to union representation (a steward) with you when you meet with management, and you should insist on this right.

Weingarten rights derive from the National Labor Relations Act, which covers most Teamsters in the private sector. Many public workers have similar protection, and many Teamster contracts also provide this protection or a stronger form of it.

> "If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions I request that my union representative or steward be present at this meeting. Without representation I choose not to answer any questions."
>
> — request for representation under your Weingarten right

When told to meet with management:

▶ Immediately ask whether the meeting could result in disciplinary action (such as a warning letter, suspension, or discharge). If so, you have the right to have a steward present.

▶ If the meeting is *not* an investigation that could lead to discipline (for example, they want to offer you a voluntary transfer, or some additional training, or to inform you of new company policies), *you are not entitled to have a steward with you.* But if the meeting ever changes to become about things you may have done wrong, or if the voluntary transfer looks like an involuntary punishment, *immediately ask management to bring in a steward.*

▶ Push to have your steward or the steward of your choice present. Your rights here depend on your contract, past practice, and your determination. But don't risk refusing a direct order.

▶ If management refuses to allow a steward to be present, you must attend the meeting, but you do *not* have to answer any questions. You may reply to each question by saying, "I would like to cooperate with this investigation, but I must insist on my legal right to have a steward present."

▶ Expect your steward or union representative to provide an active and firm defense (see "The Steward as Active Defender" below).

▶ Take notes. Writing notes will give you time to think. Write down the manager's question, and write down what you will answer (before you say it). You will be less likely to react in a way that will hurt you! Even if the steward is also taking notes—and he or she should be—it's a good idea to take your own.

The Steward as Active Defender

The steward isn't there just as a witness. He or she is there to try to:

- find out what management thinks you did wrong,
- try to help you figure out what your best defense is, whether or not you actually did anything wrong,
- and be your defender, if needed.

You and the steward have the right to meet privately before the meeting. You should do this. If you have an idea what the meeting will be about (something you may have done wrong, for example), *tell the steward.* He or she will be better prepared to defend you if not taken by surprise.

You and the steward should discuss how much you should say in your own defense.

Before you actually enter the office, ask the manager what the meeting is about. They are supposed to tell you. If they refuse, put this fact into your notes.

If something comes up that you weren't prepared for, you or the steward may ask for the meeting to stop while you confer privately again.

Your Attitude and Participation

Your goal should be to get as much information as possible out of management — to find out what they are after and what information they have (or think they have). Ask questions about their questions. But management does have a right to require you to answer questions about your work and work performance.

Be respectful (but not meek), calm, and confident during the meeting. Never let your emotions take over.

Don't guess! If questions relate to events that happened more than a day or two ago, it is perfectly reasonable for you not to remember details. Ask them to show you any documents that may help you remember what they are referring to.

Don't offer more information than asked! If you are not sure what they are asking, tell them you don't understand the question. Don't answer until you really understand exactly what is being asked, or you may be providing information that may hurt you (or another employee).

If the situation involves a supervisor being disrespectful toward *you,* be sure to bring that up.

You will have to decide how much of a defense to give. It is best to meet privately with the steward before responding. Do not tell long stories — just the basic facts of what happened.

If management argues with your story, just respond with something like, "That's the way it happened." Don't retell the story or add more details. You may contradict yourself and weaken your believability.

About witnesses: you may need to talk to them before management does. Hold off on telling management who your witnesses are until you are sure they will back you up.

If management has real evidence of wrong-doing, ask for a recess. The steward should ask the manager (privately) whether the penalty would be milder if you "cop a plea." Ask the steward to find out from management how solid this promise is.

If You Are Disciplined

Don't take warning letters lightly. A warning letter can lead to harsher punishment later. If a warning letter is unjust or too severe, it is a good idea to file a grievance right away. If you are suspended or discharged, you *must* file a grievance, even if there is evidence that you did something wrong. The grievance review may uncover some technical error, or management may agree to reduce the penalty.

You or the steward should notify management, in writing or orally (check your contract for which is required), that: "The disciplinary action taken on (date) against (your name) was without just cause, and violates (articles) in the contract and company policies, and should be remedied by rescinding the disciplinary action, removing any related entries from the personnel record, and making (your name) whole in every way." General wording is okay just to get the grievance on record.

(Order TDU's book *Grievance: Using the Grievance Procedure to Defend Our Right and Build Power on the Job* for more information about this part of your defense. Call 313-842-2600 to order; $8.)

Don't miss deadlines. Most national Teamster agreements allow five or 10 days, and some have even shorter deadlines. File the grievance immediately, in a timely fashion.

To Insure Your Rights in the Future ...

Push to get contract language that will:

▶ Guarantee that management will provide a steward for any meeting with them, even if it isn't required by law.

▶ Assure you the right to the steward of your choice, if he or she is at work that day.

▶ Require management to give the union prior notice of any discipline they are contemplating. The steward can make an investigation ahead of time, and you and the steward will both be better prepared for the meeting.

Keep Your Rights Close at Hand

Order pocket-size copies of TDU's reminder about your rights to representation (*Weingarten Rights*) for all your coworkers. $10 per 50.

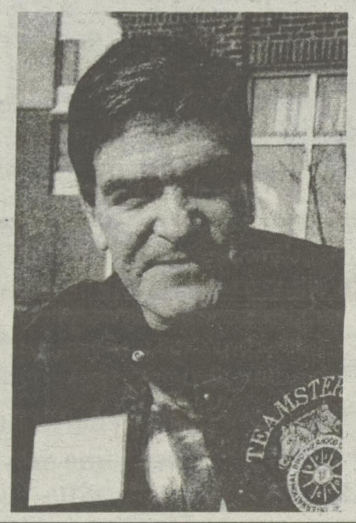
Call TDU at 313-842-2600 to order.

TDU Convention Highlights
Nov. 1-3, 2002
Airport Hilton, Cleveland

Discussing the Issues

Reform officers, stewards and rank-and-file Teamsters will be there for TDU's 27th Annual Convention. We'll evaluate the year behind us, including the Hoffa dues increase, the UPS contract, the Central States Pension Freeze, job losses in freight and carhaul, and local contract fights—victories and setbacks.

We'll look to the challenges in the year ahead like launching a real organizing program to build our union, winning better contracts with rank-and-file contract campaigns, and creating more effective local unions by building our reform movement.



"It's always great to find out that you're not alone in the struggle for Teamster reform. At the TDU Convention, we get to work with other Teamsters to find solutions to the challenges we each face to enforce our rights on the job and in the union.

Mike Ruscigno, Local 802
New York City

Educational Workshops

The 2002 TDU Convention will feature more than 20 hands-on workshops led by experienced fellow Teamsters and labor educators. This year's workshops will include:

▸How to Beat Apathy & Get Members Involved

Many active Teamsters say member apathy is our biggest obstacle to a stronger union. In this workshop, you can learn proven techniques for overcoming apathy and getting members involved.

▸Fighting Harassment & Winning Respect

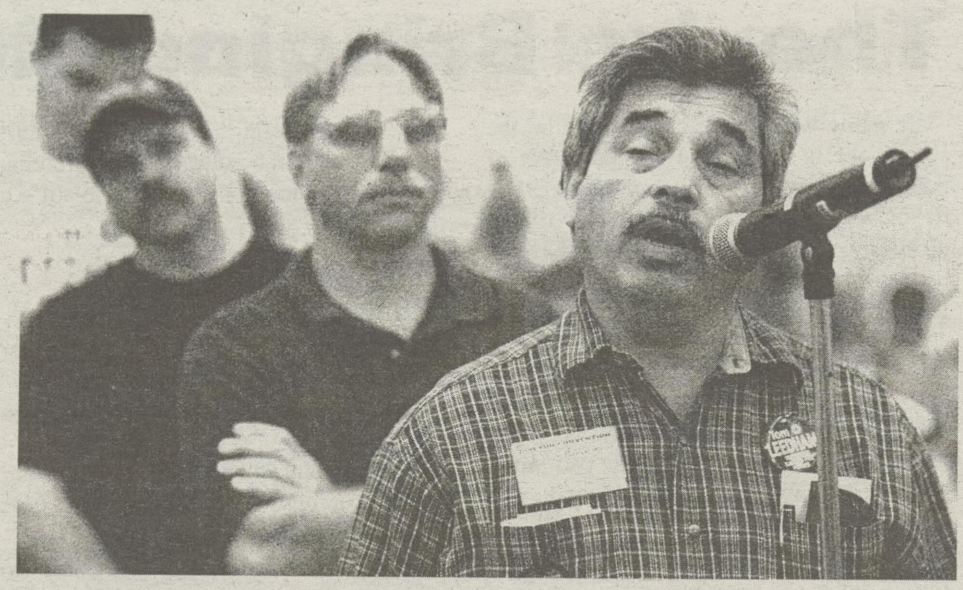
Supervisory harassment is on the rise in today's high stress, productivity-first work environment. Share strategies with Teamsters who have reined in rabid supervisors and restored respect to their workplace.

▸Putting Teeth in the Grievance Procedure

Whether you're a new union member or an experienced shop steward, the TDU Convention has a workshop that will sharpen your skills at writing and presenting effective grievances, mobilizing membership pressure, and what it takes to win grievances at arbitration.

▸Running for Local Union Office

Ready to reform your local union? Learn the campaign strategies and legal ins-and-outs that can provide the winning margin in your next local election.



Industry and Interest Meetings

The TDU Convention is your chance to meet with fellow Teamsters from your industry and members who share similar issues and concerns.

▸**UPS**—Evaluating and Enforcing Our New Contract

▸**Freight**—Gearing up for NMFA 2003

▸**Grocery/Food Processing**—Winning Better Contracts and Enforcing Our Rights

▸**Carhaul**—Restoring Teamster Power in Our Industry

▸**Fighting the Central States Pension Freeze:** A special meeting for affected Teamsters.

▸**Caucus Meetings** for African-American, Latino and Women Teamsters

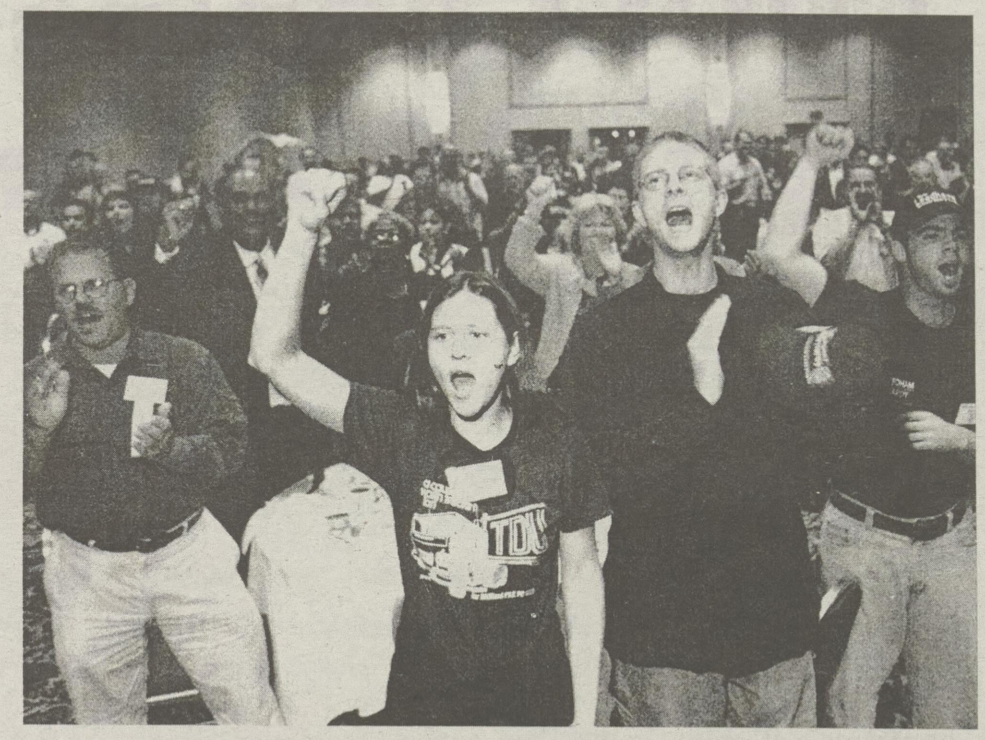
▸**Plus**...Airlines, Public Employees, School Bus Drivers, Private Sanitation, and more

Setting TDU Policy & Electing Our Leadership

TDU doesn't just talk democracy; we practice it. Every member who attends our annual Convention has a voice and vote in setting our course and electing our International Steering Committee for the coming year.

Who will be at the 2002 TDU Convention?

- Meatpacking Teamsters from Colorado who are organizing to reform their local.
- Freight and UPS Teamsters who are fighting the Central States pension freeze.
- New York City movers who beat concessions by organizing a rank-and-file contract committee.
- Lamb Weston workers who won record wage increases with their first-ever contract campaign.
- Central PA members who are fighting for pension improvements.
- Attorneys, pension experts, and labor educators.
- Hundreds of rank-and-file Teamsters like you!



Convention Facts

When is it?

The TDU Convention will be held November 1-3 at the Sheraton Airport Hotel in Cleveland.

How do I get there?

The Sheraton Airport Hotel is located on the grounds of Cleveland Hopkins International Airport.

Shuttle service from the airport is free. So is parking for hotel guests. TDU can provide you with driving directions.

When should I arrive?

The convention will begin at noon on Friday, November 1 and end at 3:30 on Sunday. Look for the TDU registration table when you arrive.

Food Facts

Full convention registration includes Friday and Saturday dinner, lunch on Saturday and Sunday, morning coffee and coffee breaks. There is a full-service restaurant on site for breakfast and other needs.

Got More Questions?

Call TDU at 313-842-2600 or email tdu@tdu.org.

TDU RANK & FILE CONVENTION, NOV. 1-3

REGISTER NOW!

Postmark your registration no later than Oct. 15 and receive $10 discount ($5 for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals (dinner on Friday, lunch and dinner Saturday, Sunday lunch) and Saturday banquet and program.

HOUSING

Reserve rooms at the Sheraton Airport Hotel through TDU at special group rate. All rooms $90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch.*

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC #_____

Exp. date _____/_____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name_____Local_____

Address_____

City_____State_____Zip_____

Phone (____)_____Company_____

If registering for others please include same information.

	# of people
Fri., Sat. & Sun.	$175 x _____
Sat. & Sun.	145 x _____
Sat. only	110 x _____

Total Registration Cost = _____

❑ non-smoking room ❑ smoking room

____ single room

____ double room with _____

❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.

# of nights x $90 = Housing Cost = _____

❑ $35 - one-year membership

❑ $85 - three-year membership

❑ $20 - spouses, retirees and Teamsters grossing under $17,000

Membership Cost = _____

TOTAL COST = _____

____ $10 if postmarked by Oct. 15 ($5 if one day)

____ $10 travel over 500 miles one way

____ $20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

TDU: Leading the Fight for a Stronger Union

Members concerned about better pensions, stronger contracts, and building a stronger union are getting involved and joining TDU. Below are some comments from members who recently joined TDU about why they did.

If you haven't joined already, now's the time to do it. Just fill out the box below and send it in today.

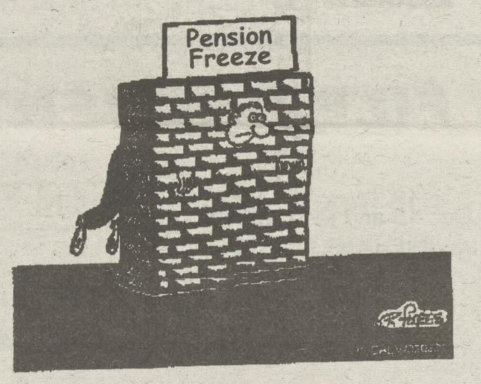
Organizing for Better Pensions

"With everything going on in our union, this is no time to be divided. But it seems to me that with this pension freeze in Central States, our officials have decided to divide the members by pitting the younger ones against those closer to retirement.

"The only way we're going to turn this situation around is if Teamster members get organized to demand more control over our pension funds. We just can't have these trustees appointed for life the way they are now.

"Right now, the way I see it, TDU's the only organization in our union that's actually helping members learn their rights and fighting to make the kinds of changes we need. That's why I'm a member, and why I think it's important for more Teamsters to join up with TDU to make a difference on this issue."

Frank Bryant
Local 391, UPS
Greensboro, N.C.



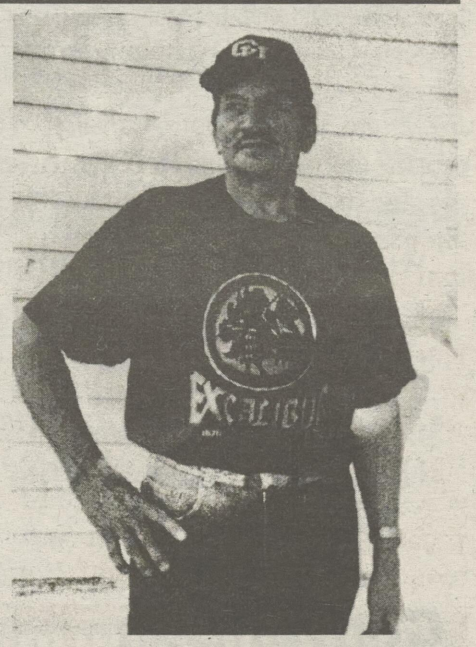
Building a Movement for Change

"Many of us at the Excel meatpacking plant have joined TDU because we want changes at work. We want the company to treat workers like human beings, not to treat us like cattle to be used and thrown away by the company.

"We have seen over and over that our union is with the company. Management knows it so they get away with whatever they want.

"That's why Excel workers are uniting and organizing for change. The company has retaliated against us, but we are going to continue forward to create a new Local 961 that represents the members.

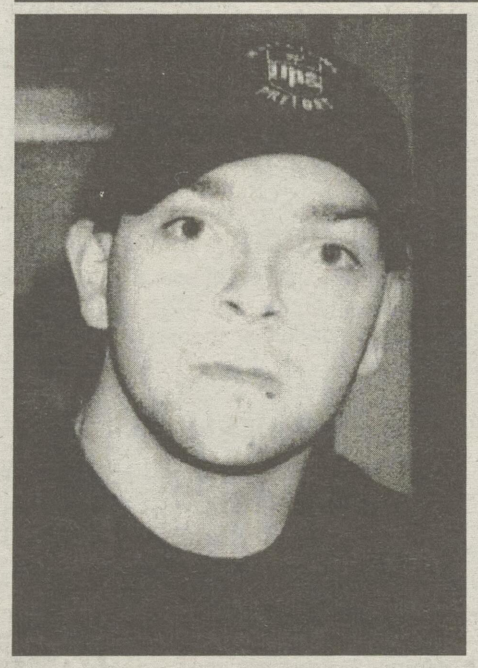
"Without TDU, it wouldn't be possible. TDU has informed us about our rights. TDU has helped us organize and communicate with our co-workers. Together, we are



building a movement for change."

Victor Bonilla
Local 961, Excel Inc.
Fort Morgan, Colorado

Getting Information



"During the contract negotiations at UPS, we never really knew what our union was supposedly fighting for, and we didn't get any concrete information. All we had to go on was second-hand rumors and stories. It was only when I went to a TDU meeting that I was able to get the facts about what was going on with the contract, and see what kind of a plan we need to change things at UPS. I liked what I saw, so I joined.

"With the information I got from TDU, I was able to cut through the rumors and spin and give my co-workers the facts. People would come up to me and ask me how I knew everything I did, and I would just tell them 'I got it from TDU.'

"You can't be a strong union member if you don't have the right tools. TDU gives you the tools you need. Where else are you going to get that?"

Stanley Nemec
Local 25, UPS
Boston, Mass.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch*.

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local _____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/___

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.